

ROBERT H. BARRON, Esq.
rhbarron@MidAtlanticADR.com
Web Site: MidAtlanticADR.com

I have served as a mediator in over 250 cases and have helped the parties settle over 95% of those cases. I have served as an arbitrator in over 450 labor/management arbitrations. My 40 years of experience, as a Mediator, Arbitrator, General Counsel, Business Leader, Executive, and Attorney, gives me a broad perspective that allows me to understand and analyze the multiple sides of a dispute.

Mediator and Arbitrator – 2017 to Present
Professional Associations and Panels

Member, National Academy of Arbitrators

Standing Arbitration Panels

New Jersey Teachers', Tenure Panel

Cmlth. of Pa. and Pa. State Corrections Officers Assoc., Expedited Grievance Panel

Cmlth. of Pa. and Pa. State Corrections Officers Assoc., Heart & Lung Panel

Cmlth. of Pa. and Pa. State Troopers Assoc., Arbitration Panel

Cmlth. of Pa. and Pa. State Troopers Assoc., Heart & Lung Panel

AFGE and National Archives and Records Admin., Grievance Panel

ATU Local 689 and RATP Dev Circulator, Grievance Panel

ATU Local 689 and Washington Metropolitan Area Transit Authority, Grievance Panel

Temple University Hosp. and Temple University Hosp. Nurses Assoc./PASNAP, Grievance Panel

Arbitrator/Hearing Officer

AAA Labor Panel – PA, NJ, DE, MD & D.C.

PA Bureau of Mediation

NJ PERC

District of Columbia PERB

FMCS

PA Labor Relations Board

NJ State Board of Mediation

Mediator

AAA employment Panel, NAM employment Panel, Resolute Systems employment Panel

NFI

Executive Vice President responsible for Canadian Operations

General Counsel and Executive Vice President

General Counsel and Senior Vice President

Cherry Hill, NJ

2013 to 2016

2011 to 2013

2007 to 2011

NFI is one of the largest logistics companies in North America, with revenue over \$3 billion, 100+ locations, employing 12,000+ people, managing 30+ million square feet of warehouse space, and operating 3,000+ trucks.

General Counsel

From 2007 to 2013, I supervised an in-house team of attorneys and paralegals and managed all legal matters, including arbitrations, mediations, State and Federal litigation, contract negotiation and drafting, internal investigations, labor relations, litigation avoidance training, and regulatory compliance.

Canadian Operations

From 2013 through 2016, I managed all aspects of the Canadian Division with operations in Canada, the U.S. and Chile. Canada's five Vice Presidents reported to me.

Philadelphia Newspapers, Inc.***General Counsel and VP, Labor Relations******Vice President, Labor Relations******Director, Employee Relations*****Philadelphia, PA*****2004 to 2007******1998 to 2004******1992 to 1998***

Philadelphia Newspapers, Inc. ("PNI") publishes The Philadelphia Inquirer, Daily News, and Philly.com. During my tenure, PNI employed over 2,800 employees in multiple locations. Over 2,400 employees were represented by eleven unions and covered by nineteen collective bargaining agreements. As the VP of Labor Relations, I developed constructive and positive relationships with PNI's unions and their attorneys.

General Counsel

Managed all inside and outside attorneys working on all PNI legal matters, including State and Federal employment litigation, arbitrations, mediations, contract negotiation and drafting, internal investigations, litigation avoidance training, and regulatory compliance.

Labor Relations

I was responsible for all aspects of Labor Relations, including arbitrations, CBA negotiations, CBA drafting, short and long-term strategic planning, and internal investigations.

- Lead Management Trustee on fifteen Taft-Hartley Pension, and Health and Welfare Funds.

LEGAL EXPERIENCE**Pepper, Hamilton & Scheetz*****Labor and Employment Attorney*****Philadelphia, Pa.*****1986 to 1992***

- Experience in all aspects of State and Federal employment law, including the NLRA, RLA, FLSA, OSHA, ADEA, ERISA, wrongful discharge, State and Federal employment discrimination litigation, and workers' and unemployment compensation.
- Represented employers in arbitrations, mediations, CBA negotiations, injunctions, and employment litigation.

EDUCATION**University of Michigan Business School**

Graduate, The Human Resources Executive Program

November 1996

Villanova University School of Law

Villanova, Pennsylvania

Juris Doctor, May 1986

Associate Editor, Villanova Law Review

Clark University

Worcester, Massachusetts

Degree: B.A., May 1983

Affiliations:

International Academy of Mediators, Mentee in the Academy's Mentorship Program
Philadelphia LERA, Board Member
Central Pennsylvania LERA, Past President

Publications:

- *Don't Be So Sure – Strategies for avoiding the perils of certainty in litigation, mediation and life*, The Pennsylvania Lawyer (2020)
- *Early Mediation – pros, cons and strategies for improved outcomes*, The Pennsylvania Lawyer (2019)
- *Choosing the Right Mediator, implicit and cognitive biases*, The Legal Intelligencer (2018)

Selected Presentations:

Preparing for an Effective Mediation: Tips and Tools to Make Mediation More Successful – ABA (2024)
Preparation and Presentation of Labor Arbitration Cases – Employment Law Institute (2023)
Ask the Arbitrators – Philadelphia LERA (2023)
Ask the Arbitrators – FMCS 42nd Arbitration Symposium (2023)
Introduction to Collective Bargaining, preparing to negotiate – AAA training video (2023)
Ethics, Before, During and After the Hearing, panel – AAA, Successful Labor Arb. Techniques (2019)
Arbitration Award & Post-Award issues, panel – ABA 12th Annual Arbitration Training Institute (2019)
How I Built My Arbitration Practice, panel – ABA 12th Annual Arbitration Training Institute (2019)
Arbitration, Mediation & Negotiation, keys to success – South Jersey SHRM (2018)
Improving Mediation Outcomes – SHRM Garden State Council (2018)

Mediation Training:

International Academy of Mediators monthly webinars – 2019 to 2026
International Academy of Mediators Virtual Conference – 2019
International Academy of Mediators Fall Conference – 2020
International Institute for Conflict Prevention & Resolution – 2019
The Strategic Negotiator – 2017
New Jersey Civil Mediation Training Course – 2017
NJ Office of Dispute Settlement, Advanced Mediation training – 2017
The American Arbitration Association's five-day Mediator Training Program – 2016

Arbitration Training:

FMCS' Arbitrating in the Federal Sector two day course – 2019
ABA 12th Annual Arbitration Institute – 2019
SFLERP 46th Annual Symposium – 2019
FINRA Arbitrator training course – 2018
National Association of Railroad Referees Conference – 2018
FMCS' Federal Sector Arbitration, Law and Practice – 2018
The AAA's two day Commercial and Employment Arbitrator course – 2018
The AAA's new Arbitrator training courses – 2017
FMCS' new Arbitrator training course – 2017
FMCS' five-day new Arbitrator training course – 2017